UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/C.5/49/63
31 May 1995

ORIGINAL: ENGLISH

Forty-ninth session
Agenda item 113

HUMAN RESOURCES MANAGEMENT

Revised costs of staff representation activities during the biennium 1990-1991

Report of the Secretary-General

1. Pursuant to the request contained in section X, paragraph 1, of General Assembly resolution 46/185 B of 20 December 1991, the Secretary-General submitted his report on the costs of staff representation activities for the biennium 1990-1991. 1/

2. In section V, paragraph 1, of its resolution 49/222 of 23 December 1995, the General Assembly requested the Secretary-General "in the light of the information on staff representation provided to the Fifth Committee during the forty-ninth regular session of the General Assembly, to issue a corrigendum to his report on the costs of staff representation activities ...". 1/ The present report is submitted in accordance with that request.

3. The mandates and methods of funding for staff-management and staff representational activities described in the 1992 report of the Secretary-General on the costs of staff representational activities have not changed. Staff representational bodies and staff-management consultations continue to be conducted in compliance with article VIII of the Staff Regulations, as amended by section II of General Assembly resolution 37/235 C of 21 December 1982. Under these same provisions, staff representative bodies have been established at Addis Ababa, Amman, Bangkok, Geneva, Jerusalem, Nairobi, New York, Santiago and Vienna. The provisions of administrative instruction ST/AI/293 of 15 July 1982 governing the facilities to be provided to staff representatives remain in effect.

4. As indicated to the General Assembly in the course of its consideration of agenda item 113 at its forty-ninth regular session, the Secretary-General's report in 1992 reflects an inaccuracy in the reporting of the number of staff

members released full-time for service with the New York Staff Committee. The correct figures in this regard, which refer to the full-time release of the President and two Vice-Presidents of the New York Staff Committee, are provided in table 1.

5. In preparing this corrigendum to the 1992 report, the Secretary-General has taken the opportunity to canvass the other duty stations having established staff representative bodies to ascertain whether it would be necessary to correct any of the figures reported on their behalf. Six duty stations (Addis Ababa (Economic Commission for Africa (ECA)), Amman (Economic and Social Commission for Western Asia (ESCWA)), Bangkok (Economic and Social Commission for Asia and the Pacific (ESCAP)), Nairobi (United Nations Environment Programme (UNEP)/United Nations Centre for Human Settlements (Habitat) (UNCHS)), Vienna (United Nations Office at Vienna) and Jerusalem (Field Service)) reported no change in the information given in the 1992 report. In addition to New York, two duty stations (Geneva (United Nations Office at Geneva), and Santiago (Economic Commission for Latin America and the Caribbean (ECLAC)) reported changes.

6. In reviewing the revised figures reported in respect of United Nations Headquarters, it is significant to recall that paragraph 10 of ST/AI/293 stipulates that the President or Chairman of the Executive Committee of each Staff Council may be released, if he or she so requests, either full-time, if the number of staff represented is 1,000 or more, or half-time, if the number represented is less than 1,000. Also significant is the exponential growth in the number of staff serving in field missions in recent years. This has had an impact on the activities of the Field Service Staff Union, which represents over 600 staff in the Field Service Category and the New York Staff Council, which represents over 2,000 Secretariat staff assigned to the three field operations (the United Nations Assistance Mission for Rwanda, the United Nations Protection Force and the United Nations Mission for the Referendum in Western Sahara). The New York Staff Council is currently also expected to represent the interests of some 5,500 New York-based staff members. Moreover, since 1983, there has been a growing recognition on the part of both the management and staff representatives of the increase in the number and complexity of issues requiring staff-management consultation.

7. It should moreover be noted that the President of the Geneva Staff Union and the New York Staff Committee served concurrently as President of the Coordinating Committee for International Staff Unions and Associations (CCISUA) during 1990 and 1991, respectively. For this reason, the costing related to their full-time release as indicated in table 1 has been adjusted to reflect one half of the relevant salary, on the assumption that the second half of the staff President's time should be viewed as devoted to work done in his capacity as President of CCISUA. The respective costs are $55,154 for 1990 and $40,455 for 1991.

Table 1

CORRECTED ESTIMATED COSTS FOR THE BIENNIUM 1990-1991
FOR STAFF UNION ACTIVITIES

(In thousands of United States dollars)

	Staff costs	General operating expenses (office space)	Supplies and equipment	Documentation	Communications	Total
New York	488.2 a/	43.2	11.2	81.7	11.8	636.1
United Nations Office at Geneva	354.4 b/	134.9	0.5 c/	134.2	20.5 c/	644.5
Addis Ababa (ECA)	39.4 d/	12.1	8.0	4.5	2.0	66.0
Amman (ESCWA)	8.0 e/	-	0.5	0.4	5.6	14.5
Bangkok (ESCAP)	65.6 f/	- g/	0.5	3.2	1.5	70.8
Nairobi (UNCHS/UNEP)	23.6 h/	8.8	2.6	-	3.2	38.2
Santiago (ECLAC)	116.3 i/	2.2	1.2	2.5	1.0	123.2
United Nations Office at Vienna	84.0 i/	15.0	11.6	0.9	1.0	112.5
Jerusalem Field Service	11.5 k/	-	0.1	-	0.5	12.1
Total	1 191.0	216.2	36.2	227.4	47.1	1 714.9

(Footnotes on following page)

(Footnotes to table 1)

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a/ President (P-5), First Vice-President (P-3), Second Vice-President, (General Service (Other level) on full-time release as well as 2 General Service (Other level) support staff for 1990); President (P-4), First Vice-President and Second Vice-President, (General Service (Other level) on full-time release as well as 2 General Service (Other level) support staff for 1991). The costs related to the full-time release of the President of the New York Staff Committee have been adjusted downward by one half on the assumption that one half of his time was devoted to CCISUA activities during 1990.

b/ President (P-5) during 1990-1991 and 2 General Service (Other level) staff members who support the Staff Committee full time. The costs related to the full-time release of the President of the Geneva Staff Union have been adjusted downward by one half on the assumption that one half of his time was devoted to CCISUA activities during 1991.

c/ Figures provided in document A/C.5/47/59 on expenditures for supplies and equipment as well as communications have been corrected.

d/ One General Service (Other level) support staff.

e/ One General Service (Other level) part-time staff.

f/ Ten work-months for 1 P-5, 2 work-months for 1 P-4 and 1 General Service (Other level) on half-time release.

g/ The Staff Council is provided with an office of 82.8 square metres.

h/ Half-time release for 1 General Service (Principal level) and 2 General Service (Other level).

i/ Part-time chairperson (3.6 work-months at General Service (G-8) level and 3 work-months at P-4 level for 1990 as well as 6 work-months at P-4 level for 1001). Also includes full-time support at General Service (G-5) level for both years.

j/ Half-time for 2 General Service (Other level) staff.

k/ Forty-nine days on official business for Staff Union activities.

8. As a result of such considerations and within the spirit of the provisions of administrative instruction ST/AI/293, the First and Second Vice-Presidents of the New York Staff Committee were de facto released on essentially a full-time basis so as to afford them the necessary time to carry out their functions promptly and efficiently. This has been viewed as reasonable in the light of the large number of staff represented and in recognition of the leading role of the New York Staff Committee vis-à-vis United Nations staff world wide. The staff members concerned were not replaced in their parent departments.

Notes

1/ A/C.5/47/59.